

Dear Marshall Employee:

The election on **Wednesday, April 20th** will decide whether you will continue to work directly with Rebecca, Mike, Jessie, Matt, Jeremy and me, or have a paid union employee between us. We are asking that you **Vote No**, because when we work together, we are a team that cannot be beat. The results of this important decision will impact your **work and personal life**. This is why we continue to have open and transparent communication with you – we want you and your loved ones to be able to make an informed decision. It is important to get all of the facts **before** you decide. The Union may make false promises to get your votes, but **the fact is** that if the union is voted in, the **only thing** the union can guarantee is that it will **bargain** with the Company over your wages, benefits and working conditions - **that's it – nothing more!** The Union cannot guarantee anything else. This is because bargaining could result in wages and benefits going up, going down, or staying the same. There are **no guarantees** once bargaining starts!

But you don't need a union. Just consider what we've done in four short months of **working together without a union**, including: (1) significant pay increases in March 2022 with retroactive pay to January while keeping the ability to achieve a 2% incentive; (2) increased benefits, including health and welfare, 401(k), holiday pay, floater day pay, and more, (3) Star Services – created based on your tradition of treating customers and each other with integrity, justice, and excellent service, and (4) the continuity of your strong management staff – Matt, Jesse, Mike, Rebecca, and others.

Please take time to review the attached one-page summary of your **benefits that have already been improved** without the inherent risks of bargaining, the risk of the Union compelling you to strike, and without the union taking your money for dues! We believe this is a strong list of benefits and shows the value the Company places in you and your loved ones! Also keep in mind that Marshall current top wages plus incentive exceeds that of all three union contracts currently in place. **Together**, we have made and are still working to make Marshall better and our team stronger. **You don't need a union, because we work great together.** I desire and believe that we should continue doing this together, and I hope you agree!

While pay and benefits are certainly a big part of why we come to work, I also believe we come to work together for a positive work environment, to have fun and get the job done! You've seen how we want to do that by working beside you, talking with you, and doing whatever we can to make our work/life better. I am committed to Marshall and dedicated to you.

None of us are perfect, but we strongly believe that with open communication, together we will make Marshall a better workplace than what can be made with a union between us. We want to foster a unified mentality where we come together as a company, not the divisive “us versus them” mentality that exists so often with a union. I am personally asking for your support to give us time to continue what we've already started. Give us a chance now; you can always bring in the union later. And so **I respectfully ask you to Vote No on election day!** That said, please know that this is your choice and regardless of how you vote on election day, I will always respect you and respect your choice.

Sincerely,

*Randall Gaworski*

**Randall R. Gaworski**